



CO-OPTED,  
INDEPENDENT  
NON- EXECUTIVE  
DIRECTOR  
(PEOPLE & CULTURE)

WARWICKSHIRE COUNTY CRICKET CLUB





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## WARWICKSHIRE COUNTY CRICKET CLUB

Warwickshire County Cricket Club Limited (WCCC) is seeking to co-opt a new independent Non-Executive Director (NED) to the Board.

### *The Club*

The Club's strategic aim is to be the best Cricket business in the world. This bold goal drives ambition in relation to performances of its teams on the pitch, delivery of major domestic and international matches, operation of a world class sports, conference and events venue and delivery of transformative community engagement programmes across the West Midlands region.

Based in the UK's second city, the Club is one of the largest and most successful County Cricket Clubs in England & Wales with an annual turnover of circa £25m. In the period since 2012, Warwickshire is the only Club to have won all three domestic trophies and has reached Finals Day of the T20 Competition in 2014, 2015 and 2017.

In 2016 the Warwickshire Women's squad was brought within the Club's management structure and won the Vitality T20 competition for the first time in 2019. In 2014 the Club rebranded its Men's T20 Blast team as "Birmingham Bears" as a strategic move to raise awareness, build the local following and commercial support. The Club also hosts the Birmingham Phoenix in the ECB's 'The Hundred' competition that was launched in 2021. Throughout the Covid pandemic, the Club has increased the focus on looking after its people, including staff, Members and the local community. During this time the Club processed 50 tonnes of food for local food banks, collected over 16,000 toys for families in need at Christmas, and operated as a community testing and vaccination centre.

### *Edgbaston Stadium*

In 2010/11 the Club undertook the most significant capital project in its history to redevelop the old Pavilion end of the ground and installed floodlights at a cost of £32m. The redevelopment, which was completed in time for the India Test in 2011 increased the stadium capacity to 25,000 and provides the Club with world class facilities for spectators, players, officials, media and non-matchday event delegates alike.

In 2019, the club revealed its 'Edgbaston Masterplan' which details the next phase of the stadium's development through to 2024. Edgbaston Stadium is renowned as one of the finest International Cricket venues in the world and is famous for the unique Edgbaston atmosphere. Edgbaston has hosted 53 Test Matches, 70 ODI's and IT20's, is the home of T20 Blast Finals Day, and since 2021 is the home of the new Birmingham Phoenix team competing in The Hundred.

Looking ahead, Edgbaston will host the first ever cricket competition in Commonwealth Games history when Women's T20 features in the Birmingham 2022 Games.



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## THE ROLE

The Co-opted, Independent NED role has been created specifically to enhance the Board of WCCC with skills and expertise in People Leadership, Culture & HR.

The role will support the Board; which comprises both elected and appointed Directors and the Leadership Team in leading the delivery of the Club's Strategic Plan, advising on best practice to ensure the approach to People Management provides a platform for success.

The Board is accountable for promoting the sustainable success of WCCC and contributing significantly to the communities in the region while also developing the profile and reputation of WCCC nationally and internationally.

In performing their duties, Directors are required to act with integrity, lead by example, deploy their experience and expertise, comply with the Code of Conduct and promote the desired culture of WCCC. The values which underpin this are:

- Passion
- Respect
- Innovation
- Diversity
- Excellence

The Board's powers and those of certain Committees are set out in the Club Rules which can be found here; <https://edgbaston.com/info/club-rules/>



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## SKILLS REQUIRED

*The post holder will be able to demonstrate;*

- Aptitude and experience of leadership at a senior level within a corporate environment, with particular expertise in People Leadership, HR and Culture.
- First rate inter-personal skills, including the ability to build complex and collaborative relationships at a senior level.
- An ability to capture and develop through the Board, a long-term strategic perspective for the Club.
- Strong inter-personal skills that include ability to manage debate and to build a consensus of opinion leading to effective decisions by the Board.
- An understanding of the role of the Club within the community with a strong empathy to equality, diversity and inclusion.
- Board experience is preferable, however talented candidates seeking Board development will be considered.

### *Time Required*

Under the rules of the Club, the appointment will initially run until the Club's AGM in February 2022 with the candidate then proposed for appointment for a further term.

A minimum commitment of 10 days per annum would be required to attend Board meetings (**six per year**) and to fulfil other Club duties.

### *Reimbursement*

The position does not offer remuneration or expenses; however, Directors receive an allocation of corporate hospitality through the cricket season.

### *Expressions of interest*

Warwickshire County Cricket Club will ensure that all applicants receive equal consideration and is committed to the elimination of unlawful or unfair discrimination on any grounds. Applications from female candidates and BME individuals are particularly welcome. All appointments will be made on merit.

Anyone who is interested in applying for the role should send an expression of interest and a current CV to [recruitment@edgbaston.com](mailto:recruitment@edgbaston.com) by **Friday 17th September 2021**.

